

EMPLOYMENT AGREEMENT

BETWEEN

THE TOWNSHIP OF EAST GREENWICH

AND

CHIEF BARRY JENKINS

JANUARY 1, 2010 TO DECEMBER 31, 2014

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Position and Responsibility

The Chief of Police is responsible for the overall management and operation of the East Greenwich Township Police Department. The Chief shall devote his best full time efforts to the performance of such duties and responsibilities that are incidental, reasonable and necessary to his position and the Mission of the Department.

Work Week

The Chief shall have no designated work hours but shall maintain a flexible full-time schedule to ensure smooth and efficient operation of the Police Department over which he has supervisory control. The Chief's flexible schedule shall allow for sufficient time at headquarters for appointments, public accessibility and such other normal and customary functions of a chief of police. It is further understood that the position requires the performance of duties outside of the traditional work day, such as attendance at various local government meetings.

Vacations, Personal Days and Sick Time

Benefit days are credited as of January 1 of each year in anticipation of continued employment through the year. All partial employment year entitlements to Vacation, Sick Time and Personal Days accrue on a pro rated basis, unless determined otherwise via subsequent clarification of the represented police union contract.

The Chief shall be entitled to thirty-five (35) working days of vacation per year. Vacation may be taken at anytime. However, the Chief and Deputy Chief shall not be on vacation or combination of vacation at the same time without the approval of the Director of Public Safety of the Township Committee.

The Chief shall be entitled to five (5) personal days per year.

On an annual basis the Chief is entitled to sell back his sick time at a rate of two (2) to one (1). This buy back will be permitted twice per year and is not to exceed one hundred twenty hours (120). *Key: 8/26 4/24/12*

Uniform

It shall be left to the discretion of the Chief as to when he should wear formal/informal uniform or civilian clothes. Chief will also receive \$700 each year for the maintenance and cleaning of uniforms.

The Chief shall, at no time receive fewer benefits, compensation or percentage pay increases less than those granted to subordinate officers of the Police Department.

### Maintenance of Standards

The township shall pay the Chief's annual dues to the I.A.C.P., New Jersey State Association of Chiefs of Police, South Jersey Chiefs of Police Association and Gloucester County Police Chiefs Association. The Chief may apply for membership to other law enforcement organizations, but payment of dues by the township shall be handled on a case by case basis.

The township shall pay the Chief's annual dues to the I.A.C.P., New Jersey State Association of Chiefs of Police, South Jersey Chiefs of Police Association and Gloucester County Police Chiefs Association. The Chief may apply for membership to other law enforcement organizations, but payment of dues by the township shall be handled on a case by case basis.

The Chief shall be granted time off, with no loss of salary, to attend the N.J. State Chiefs of Police Conference, the I.A.C.P. Conference and other applicable law enforcement functions. The township shall pay all reasonable expenses for travel, hotel accommodations, meals and registration fees. The expenditure for conferences shall not exceed the funds budgeted for each conference.

The Chief shall be permitted to attend and to be compensated for, at his regular salary, seminars or training sessions conducted by or sponsored by any recognized law enforcement agency, organization, or training unit. The expenditure for seminars, training, and conferences shall not exceed the funds budgeted annually for this purpose.

### Schools

The township shall maintain a vehicle for exclusive use by the Chief. The vehicle shall be an unmarked unit, equipped with police radio, emergency lights and other necessary equipment deemed necessary to carry out the law enforcement mission. The township may issue a general statement for the use of the vehicle. In the absence of such policy the Chief shall have unrestricted use of assigned vehicle.

### Use of Vehicle

2010 - \$105,520  
2011 - \$109,213  
2012 - \$113,035  
2013 - \$116,991  
2014 - \$121,085  
2015 - \$125,322

### Salary

The Chief shall be entitled to the twelve (12) holidays per calendar year as established in Schedule "A" of the rank and file contract.

### Holidays

This agreement shall not be changed or amended except by mutual agreement, reduced to writing and duly executed by the parties hereto.

#### Retirement Considerations

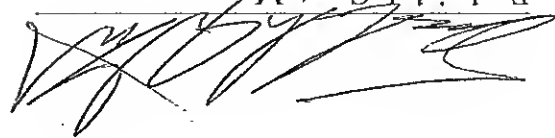
Upon retirement, with 25 years in the pension system, or upon retirement under a disability pension, the Township agrees to continue in effect medical and prescription coverage for Chief Jenkins and his spouse, under the same terms and conditions as such coverage is provided to members of the represented police unit. As there is currently no cost difference between prescription coverage for the member/spouse plan and the family plan, Grinspec has indicated that retirees can opt for the prescription family plan at no additional cost to themselves. In the event of a future change of the Township's prescription plan, provider's policy or rate differential between these two prescription plans, the Township will not be liable for any additional costs associated with prescription coverage over and beyond the cost of the member/spouse rate. Chief Jenkins may opt for such other coverages as may be available through the Township by reimbursing the Township for the additional expense, if any, of such coverages. The Township shall notify Chief Jenkins or his spouse of its intent to change carriers. Retirement benefits listed in this section become available immediately upon retirement. When the retired employee is eligible for federal/state health insurance through Medicare or some successor program, then the Township shall only provide supplemental coverage.

Upon retirement the Township shall buy back any unused sick hours under the same terms and conditions as provided to members of the represented police unit.

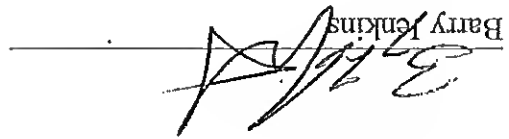
#### Term and Renewal

This agreement shall be in full force effective January 1, 2010 and shall expire December 31, 2014. It shall be in full force and effect from year to year thereafter, unless one party or the other gives notice, in writing, no sooner than one hundred twenty (120) days, no later than ninety (90) days prior to the expiration date of this agreement of a desire to change or modify this agreement. This agreement shall continue to bind the parties until such time as a new agreement is signed between the parties.

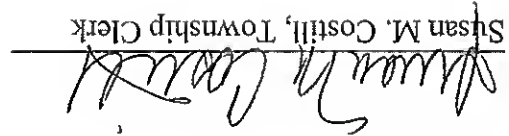
TOWNSHIP OF EAST GREENWICH

  
Frederick J. Grant, Mayor

CHIEF OF POLICE

  
Barry Jenkins

ATTEST:

  
Susan M. Costill, Township Clerk

EMPLOYMENT AGREEMENT BETWEEN THE TOWNSHIP OF EAST GREENWICH

AND

DEPUTY CHIEF CHRIS EVERWINE & LIEUTENANT CHARLES BARONE

JANUARY 1, 2012 TO DECEMBER 31, 2012

WORK WEEK- A flexible schedule working 40 hours per week, performing duties assigned or directed by the Chief of Police.

USE OF VEHICLE- The Township shall maintain two vehicles for exclusive use by the Deputy Chief and Lieutenant.

HEALTHCARE CONTRIBUTIONS- The Deputy Chief and Lieutenant are subject to a contribution towards healthcare costs per Ch. 78, P.L. 2011 rate schedule.

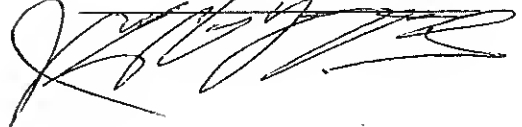
PERSONAL DAYS- The Deputy Chief and Lieutenant receive 5 days per year.

SALARY- Deputy Chief shall receive a salary of \$97,410 and the Lieutenant shall receive a salary of \$90,000.

The Deputy Chief and Lieutenant shall receive all other benefits enjoyed by the rank and file (Maintenance of Standards) and receive no less than those granted to subordinate officers of the Police Department, with the exception of health care and personal days which is stated above.

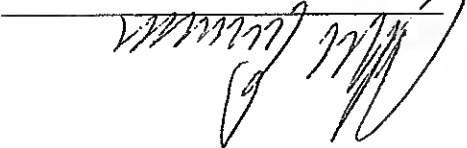
TOWNSHIP OF EAST GREENWICH

Frederick J. Grant, Mayor



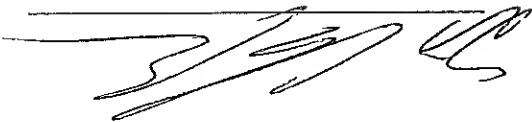
DEPUTY CHIEF OF POLICE

Christopher Everwine



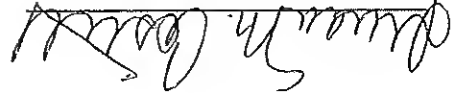
LIEUTENANT

Charles Barone



ATTEST:

Susan M. Costill, Township Clerk



7/18/12

JANUARY 1, 2010 TO DECEMBER 31, 2011

DEPUTY CHIEF CHRIS EVERWINE

AND

THE TOWNSHIP OF EAST GREENWICH

BETWEEN

EMPLOYMENT AGREEMENT

**EMPLOYMENT AGREEMENT BETWEEN  
THE TOWNSHIP OF EAST GREENWICH AND  
DEPUTY CHIEF CHRIS EVERWINE**

**WORK WEEK**

The Deputy Chief is part of the management of the Township Police Department and exercises managerial and supervisory authority commensurate with his rank in the chain of command. The Deputy Chief is assigned to a 40 hour work week and performs duties as assigned or directed by the Chief of Police. The Deputy Chief understands and agrees that his position may require his attention and service beyond a 40 hour work week, and that he is not entitled, by law or otherwise, to overtime or additional compensation in any form as a result of working more than 40 hours in any work week.

**VACATIONS, PERSONAL DAYS, SICK DAYS**

Benefit days are credited as of January 1 of each year in anticipation of continued employment through the year. All partial employment year entitlements to vacation, Sick Time, and Personal Days accrue on a pro rata basis (i.e., 6 months of employment equals 6 months of entitlement).

The Deputy Chief shall be entitled to 30 working days of vacation per year. Vacations may be taken at any time, subject to the maintenance of adequate managerial coverage and the approval of the Chief of Police. The Deputy Chief may not be on vacation at such times that there would be no higher ranking superior officer on duty. The Deputy Chief shall receive sick leave as set forth in the bargaining agreement.



The Deputy Chief shall be entitled to 5 non-accumulative personal days on an annual basis.

#### HOLIDAYS

The Deputy Chief shall be entitled to twelve (12) holidays per calendar year as established in Schedule "A".

#### UNIFORM

It shall be left to the discretion of the Chief as to when the Deputy Chief shall wear formal or informal uniform or civilian clothes. The Deputy Chief shall be supplied with full and complete uniforms. The Deputy Chief shall be responsible for cleaning and repairing of uniforms as needed. The Deputy Chief shall be compensated \$700.00 annually towards uniform allowance.

#### SALARY

The annual salary of the Deputy Chief shall be as follows: \$85,500 commencing as of January 1, 2009, the effective date of this contract; \$91,500 per year effective January 1, 2010, and \$95,500 per year effective as of January 1, 2011.

#### SCHOOL

The Deputy Chief shall be permitted to attend and be compensated for, at his regular salary, any school, seminar or training session conducted by or sponsored by, but not limited to the I.A.C.P. Division of Criminal Justice, N.J. Police Training Commission, N.J. State Police, F.B.I., N.J. State Association of Chiefs of Police, or any other recognized law enforcement agency, organization or recognized training unit. Enrollment in such schools, seminars or training sessions must be approved by the Chief of Police.

## PROFESSIONAL ASSOCIATION AND MEETINGS

The Township shall pay the Deputy Chief's annual dues to the I.A.C.P. The

Deputy Chief may apply for membership to other law enforcement organizations but

payment of dues or other expenses incidental to membership by the Township shall be

handled on a case by case basis and require the approval of the Chief of Police.

Subject to the approval of the Chief of Police, the Deputy Chief may be granted

time off without loss of pay to attend any meeting of the above-named organizations held

within the State of New Jersey. The Township shall pay all reasonable expenses incurred

by the Deputy Chief in attending any meeting of the above-named organization.

## ANNUAL PHYSICAL

The Township shall provide for the Deputy Chief to receive an annual physical

examination, which shall include standard testing associated with the physical

examination, including EKG, cardiac stress test and eye examination. The Deputy Chief

shall take all reasonable steps to have this expense first compensated through his

insurance provider.

## MAINTENANCE OF STANDARDS

The Deputy Chief shall, at no time, receive less benefits (except salary) than those

granted to subordinate officers of the Police Department. It is understood that the salary

compensation and other specific terms in this Agreement meet this requirement. In

addition, if the Deputy Chief is matriculated into a Bachelors Degree program in a related

field, which is offered through an accredited college, the Deputy Chief may apply for

reimbursement of tuition up to \$1,500 per semester, with a maximum of \$3,000 per

calendar year for courses completed with a grade average of C or better. The Chief of Police will determine the appropriateness of the chosen field of study.

This agreement shall not be changed or amended except by mutual agreement, reduced to writing and duly executed by the parties hereto.

### RETIREMENT BENEFITS

Upon retirement, with 25 years in the pension system, or upon retirement under a disability pension, the Township agrees to continue in effect medical and prescription

coverage for Deputy Chief Everwine and his spouse, under the same terms and conditions as such coverage is provided to members of the represented police unit. As there is

currently no cost difference between prescription coverage for the member/spouse plan and the family plan, Grinspec has indicated that retirees can opt for the prescription

family plan at no additional cost to themselves. In the event of a future change of the Township's prescription plan, provider's policy or rate differential between these two

prescription plans, the Township will not be liable for any additional costs associated with prescription coverage over and beyond the cost of the member/spouse rate. The

Deputy Chief may opt for such other coverages as may be available through the Township by reimbursing the Township for the additional expense, if any, of such

coverages. The Township shall notify the Deputy Chief or his spouse of its intent to change carriers. Retirement benefits listed in this section become available immediately

upon retirement. When the retired employee is eligible for federal/state health insurance through Medicare or some successor program, then the Township shall only provide

supplemental coverage.

The parties acknowledge that upon retirement the Deputy Chief shall not be

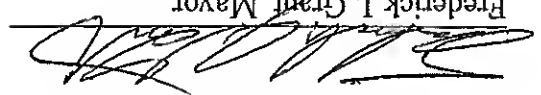
entitled to the 30 day terminal leave benefit set forth in the East Greenwich Township

Personnel Policies Manual.

#### TERM AND RENEWAL

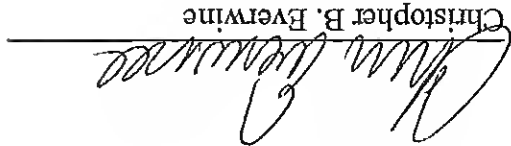
This Agreement shall be in full force as of the effective date of this contract, and shall expire December 31, 2011. It shall be in full force and effect from year to year thereafter, unless one party or the other gives notice, in writing, no sooner than one hundred twenty (120) days, no later than ninety (90) days prior to the expiration date of this agreement of a desire to change or modify this agreement. This agreement shall continue to bind the parties until such time as a new agreement is signed between the parties.

TOWNSHIP OF EAST GREENWICH



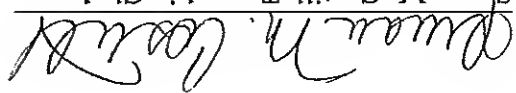
Frederick J. Grant, Mayor

DEPUTY CHIEF OF POLICE



Christopher B. Everwine

ATTEST:



8/11/09

Susan M. Costill, Township Clerk

SCHEDULE A

New Year's Day	January 1 <sup>st</sup>
Martin Luther King Day	3 <sup>rd</sup> Monday in February
Presidents' Day	Day designated and known as Good Friday
Good Friday	July 4
Easter Sunday	1 <sup>st</sup> Monday in September
Memorial Day	November 11
Independence Day	4 <sup>th</sup> Thursday in November
Labor Day	December 25
Veteran's Day	
Thanksgiving Day	
Friday after Thanksgiving	
Christmas Day	

AMENDMENT  
TO  
EMPLOYMENT AGREEMENT  
BETWEEN  
THE TOWNSHIP OF EAST GREENWICH  
AND  
DEPUTY CHIEF CHRISTOPHER B. EVERWINE  
JANUARY 1, 2010 TO DECEMBER 31, 2011

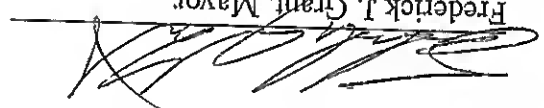
WHEREAS, an Employment Agreement was entered into between Deputy Chief Chris Everwine and the Township of East Greenwich, for the term of January 1, 2010 to December 31, 2011; and

WHEREAS, this Agreement shall amend that Agreement; and

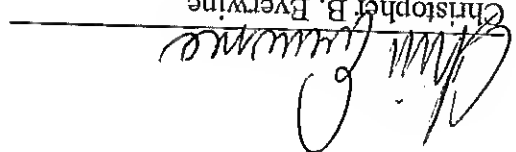
WHEREAS, it is understood between the parties that the Deputy Chief shall be subject to a contribution of one and one-half percent (1 1/2%) of his base salary to be collected and retained by the Township of East Greenwich for health benefits pursuant to State Law.

THIS AMENDMENT is dated this 27th day of April 1, 2010.

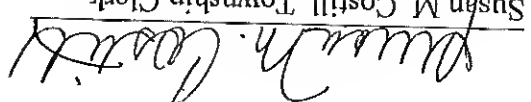
TOWNSHIP OF EAST GREENWICH

  
Frederick J. Grant, Mayor

DEPUTY CHIEF OF POLICE

  
Christopher B. Everwine

ATTEST:

  
Susan M. Costill, Township Clerk

RESOLUTION OF THE TOWNSHIP OF EAST GREENWICH  
APPROVING EMPLOYMENT AGREEMENT BETWEEN  
THE TOWNSHIP OF EAST GREENWICH  
AND  
CHIEF WILLIAM E. GORDANO  
JANUARY 1, 2008 TO DECEMBER 31, 2008

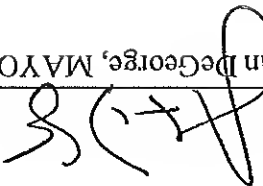
WHEREAS, the Township Committee wishes to continue to employ William E. Gordano as Chief of the East Greenwich Police Department.

NOW, THEREFORE, BE IT RESOLVED the attached Employment Agreement between the Township of East Greenwich and Chief William E. Gordano, from January 1, 2008, to December 31, 2008 is hereby approved; and

BE IT FURTHER RESOLVED, that the Mayor and Clerk are hereby authorized to sign and execute the attached Employment Agreement on behalf of the Township of East Greenwich.

THIS RESOLUTION DULY ADOPTED at the Regular Meeting of the Township Committee of the Township of East Greenwich held on December 11, 2007.

TOWNSHIP OF EAST GREENWICH

BY:   
Joan DeGeorge, MAYOR

ATTEST:

  
SUSAN M. COSTILL, CLERK



# EXHIBIT A

EMPLOYMENT AGREEMENT  
BETWEEN  
THE TOWNSHIP OF EAST GREENWICH  
AND  
CHIEF WILLIAM E. GORDANO  
JANUARY 1, 2008 TO DECEMBER 31, 2008

EMPLOYMENT AGREEMENT BETWEEN  
THE TOWNSHIP OF EAST GREENWICH AND  
CHIEF WILLIAM GIORDANO

POSITION AND RESPONSIBILITY

The Chief of Police is responsible for the overall management and operation of the East Greenwich Township Police Department. The Chief shall devote his best full time efforts to the performance of such duties and responsibilities that are incidental, reasonable and necessary to his position and the mission of the Department.

WORK WEEK

The Chief shall have no designated work hours but shall maintain a flexible full time schedule to ensure the smooth and efficient operation of the Police Department over which he has supervisory control. The Chief's flextime schedule shall allow for sufficient time at headquarters for appointments, public accessibility and such other normal and customary functions of a chief of police. It is further understood that the position requires the performance of duties outside of the traditional work day, such as attendance at various local government meetings.

VACATIONS, PERSONAL DAYS, SICK DAYS

Benefit days are credited as of January 1 of each year in anticipation of continued employment through the year. All partial employment year entitlements to Vacation, Sick Time, and Personal Days accrue on a pro rata basis, unless determined otherwise via subsequent clarification of the represented police units contract.

The Chief shall be entitled to thirty-five (35) working days of vacation per year. Vacation may be taken at any time. However, the Chief and Captain (or Lieutenant, if the Captain position is vacant) shall not be on vacation or combination of vacation at the same time without the approval of the Director of Public Safety of the Township Committee.

The Chief shall be entitled to five (5) personal days per year.

UNIFORM

It shall be left to the discretion of the Chief as to when he should wear formal/informal uniform or civilian clothes.

HOLIDAYS

The Chief shall be entitled to twelve (12) holidays per calendar year as established in schedule "A".

## SALARY

The Chief shall receive a salary of \$117,552.24 for the calendar year 2008.

## USE OF VEHICLE

The Township shall maintain a vehicle for exclusive use by the Chief. The vehicle shall be an unmarked unit, equipped with police radio, emergency lights and other such emergency equipment deemed necessary to carry out the law enforcement mission. The Township may issue a general statement for the use of the vehicle. In the absence of such policy, the Chief shall have unrestricted use of the assigned vehicle.

## SCHOOLS

The Chief shall be permitted to attend and be compensated for, at his regular salary, seminars or training sessions conducted by or sponsored by, but not limited to the I.A.C.P., F.B.I. National Academy Associates, Division of Criminal Justice, N.J. Police Training Commission, N.J. State Police, F.B.I., N.J. State Association of Chiefs of Police, South Jersey Police Chiefs Association, Gloucester County Chiefs of Police Association, Gloucester County Police Academy or any other recognized law enforcement agency, organization or training unit. The expenditure for seminars, training, and conferences shall not exceed the funds budgeted annually for this purpose.

The Chief shall be granted time off, with no loss of salary, to attend the N.J. State Chiefs of Police Conference, the I.A.C.P. Conference, the F.B.I. National Academy Associates Conference and other applicable law enforcement functions. The Township shall pay all reasonable expenses for travel, hotel accommodations, meals and registration fees. The expenditure for conferences shall not exceed the funds budgeted for each conference.

The Township shall pay the Chiefs annual dues to the I.A.C.P., N.J. State Association of Chiefs of Police, F.B.I. National Academy Associates, South Jersey Police Chiefs Association and the Gloucester County Chiefs of Police Association. The Chief may apply for membership to other law enforcement organizations, but payment of dues by the Township shall be handled on a case-by-case basis.

The Township shall grant time off, and pay all reasonable expenses incurred by the Chief attending any meeting of the above named organizations so long as the meetings are within a 150 miles radius of the Township. In the event any such meeting occurs outside of the 150 miles radius of the Township, the Chief shall first obtain permission to attend such meeting from the Director of Public Safety of the Township Committee.

## ANNUAL PHYSICAL

The Township shall provide for the Chief to receive an annual physical examination, which shall

include standard testing, associated with the physical examinations, including EKG, cardiac stress test and eye examination.

#### MAINTENANCE OF STANDARDS

1. The Chief of Police shall, at no time, receive less benefits, compensation or percentage pay increases less than those granted to subordinate officers of the Police Department.

2. This agreement shall not be changed or amended except by mutual agreement, reduced to writing and duly executed by the parties hereto.

#### RETIREMENT CONSIDERATIONS

Upon retirement, the Township agrees to continue in effect medical and prescription coverage for Chief Giordano and his spouse, under the same terms and conditions as such coverage is provided to members of the represented police unit. As there is currently no cost difference between prescription coverage for the member/spouse plan and the family plan, Grinspec has indicated that retirees can opt for the prescription family plan at no additional cost to themselves. In the event of a future change of the Township's prescription plan provider's policy or rate differential between these two prescription plans, the Township will not be liable for any additional costs associated with prescription coverage over and beyond the cost of the member/spouse rate. The Chief may opt for such other coverages as may be available through the Township by reimbursing the Township for the additional expense, if any, of such coverages. The Township shall notify the Chief or his spouse of their intent to change carriers. Retirement benefits listed in this section become available immediately upon retirement. When the retired employee is eligible for federal/state health insurance through Medicare or some successor program, then the Township shall only provide supplemental coverage.

The parties acknowledge that upon retirement the Chief shall not be entitled to the 30 day terminal leave benefit set forth in the East Greenwich Township Personnel Policies Manual.

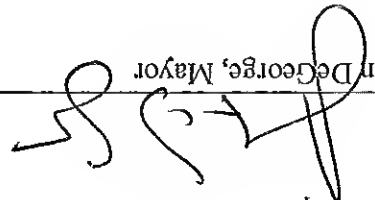
#### TERM AND RENEWAL

This Agreement shall be in full force and effective as of January 1, 2008, and shall expire December 31, 2008. It shall be in full force and effect from year to year thereafter, unless one party or the other gives notice, in writing, no sooner than one hundred twenty (120) days, no later than ninety (90) days prior to the expiration date of this agreement of a desire to change or modify this agreement. This agreement shall continue to bind the parties until such time as a new

agreement is signed between the parties.

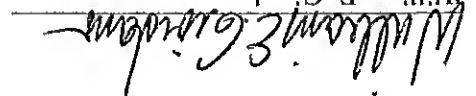
Township of East Greenwich.

John DeGeorge, Mayor



Chief of Police

William E. Giordano



ATTEST:

Susan Costill, Township Clerk



# SCHEDULE A

January 1st	New Year's Day
3rd Monday in February	Martin Luther King Day
Day designated and known as Good Friday	President's Day
Last Monday in May	Good Friday
July 4	Easter Sunday
1st Monday in September	Memorial Day
November 11	Independence Day
4th Thursday in November	Labor Day
December 25	Veteran's Day
	Thanksgiving Day
	Friday after Thanksgiving
	Christmas Day

RESOLUTION NO. 26 - 2007

RESOLUTION OF THE TOWNSHIP OF EAST GREENWICH  
APPROVING EMPLOYMENT AGREEMENT BETWEEN  
THE TOWNSHIP OF EAST GREENWICH  
AND  
LIEUTENANT CHRISTOPHER B. EVERWINE  
JANUARY 1, 2007 TO DECEMBER 31, 2009

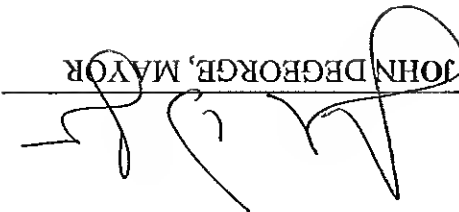
WHEREAS, the Township Committee has promoted CHRISTOPHER B. EVERWINE to Lieutenant of the East Greenwich Police Department.

NOW, THEREFORE, BE IT RESOLVED the attached Employment Agreement between the Township of East Greenwich and Lieutenant CHRISTOPHER B. EVERWINE, from January 1, 2007, to December 31, 2009 is hereby approved; and

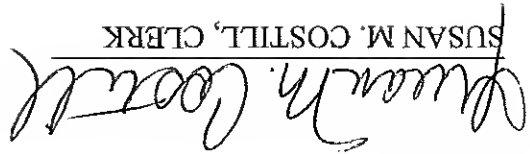
BE IT FURTHER RESOLVED, that the Mayor and Clerk are hereby authorized to sign and execute the attached Employment Agreement on behalf of the Township of East Greenwich.

THIS RESOLUTION DULY ADOPTED at the Regular Meeting of the Township Committee of the Township of East Greenwich held on January 9, 2007.

TOWNSHIP OF EAST GREENWICH

BY:   
JOHN DEGBORGE, MAYOR

ATTEST:

  
SUSAN M. COSTILL, CLERK



## EXHIBIT A

JANUARY 1, 2007 TO DECEMBER 31, 2009

LIEUTENANT CHRIS EVERWINE

AND

THE TOWNSHIP OF EAST GREENWICH

BETWEEN

EMPLOYMENT AGREEMENT

## WORK WEEK

The Lieutenant is part of the management of the Township Police Department and exercises managerial and supervisory authority commensurate with his rank in the chain of command. The Lieutenant is assigned to a 40 hour work week and performs duties as assigned or directed by the Chief of Police. The Lieutenant understands and agrees that his position may require his attention and service beyond a 40 hour work week, and that he is not entitled, by law or otherwise, to overtime or additional compensation in any form as a result of working more than 40 hours in any workweek.

## VACATIONS, PERSONAL DAYS, SICK DAYS

Benefit days are credited as of January 1 of each year in anticipation of continued employment through the year. All partial employment year entitlements to Vacation, Sick Time, and Personal Days accrue on a pro rata basis (ie., 6 months of employment equals 6 months of entitlement).

The Lieutenant shall be entitled to 30 working days of vacation per year. Vacations may be taken at any time, subject to the maintenance of adequate managerial coverage and the approval of the Chief of Police. The Lieutenant may not be on vacation at such times that there would be no higher ranking superior officer on duty.

The Lieutenant shall receive sick leave as set forth in the bargaining agreement.

The Lieutenant shall be entitled to 5 non-accumulative personal days on an annual basis.

## HOLIDAYS

The Lieutenant shall be entitled to twelve (12) holidays per calendar year as established in schedule "A"

It shall be left to the discretion of the Chief as to when the Lieutenant shall wear formal

or informal uniform or civilian clothes. The Lieutenant shall be supplied with full and complete uniforms. The Lieutenant shall be responsible for cleaning and repairing of uniforms as needed.

## UNIFORM

## SALARY

The annual salary for the Lieutenant shall be as follows: \$79,000 commencing as of January 1, 2007, the effective date of this contract; \$82,000 per year effective January 1, 2008 and \$85,500 per year effective as of January 1, 2009.

## SCHOOL

The Lieutenant shall be permitted to attend and be compensated for, at his regular salary, any school, seminar or training session conducted by or sponsored by, but not limited to the I.A.C.P. Division of Criminal Justice, N.J. Police Training Commission, N.J. State Police, F.B.I., N.J. State Association of Chiefs of Police, or any other recognized law enforcement agency, organization or recognized training unit. Enrollment in such schools, seminars or training sessions must be approved by the Chief of Police.

## PROFESSIONAL ASSOCIATION AND MEETINGS

The Township shall pay the Lieutenant's annual dues to the I.A.C.P. The Lieutenant may apply for membership to other law enforcement organizations but payment of dues or other expenses incidental to membership by the Township shall be handled on a case by case basis and require the approval of the Chief of Police.

Subject to the approval of the Chief of Police, the Lieutenant may be granted time off without loss of pay to attend any meeting of the above-named organizations held within the State of New Jersey. The Township shall pay all reasonable expenses incurred by the Lieutenant in attending any meeting of the above-named organization.

#### ANNUAL PHYSICAL

The Township shall provide for the Lieutenant to receive an annual physical examination, which shall include standard testing associated with the physical examination, including EKG, cardiac stress test and eye examination. The Lieutenant shall take all reasonable steps to have this expense first compensated through his insurance provider.

#### MAINTENANCE OF STANDARDS

The Lieutenant shall, at no time, receive less benefits, compensation or percentage pay increases than those granted to subordinate officers of the Police Department. It is understood that the salary compensation and other specific terms in this Agreement meet this requirement. In addition, if the Lieutenant is matriculated into a Bachelors Degree program in a related field, which is offered through an accredited college, the Lieutenant may apply for reimbursement of tuition up to \$1500 per semester, with a maximum of \$3000 per calendar year for courses completed with a grade average of C or better. The Chief of Police will determine the appropriateness of the chosen field of study.

This agreement shall not be changed or amended except by mutual agreement, reduced to writing and duly executed by the parties hereto.

## RETIREMENT BENEFITS

Upon retirement with 25 years in the pension system or upon retirement under a disability pension, the Township agrees to continue in effect medical and prescription coverage for Lieutenant Everwine and his spouse, under the same terms and conditions as such coverage is provided to members of the represented police unit. As there is currently no cost difference between prescription coverage for the member/spouse plan and the family plan, Grinspec has indicated that retirees can opt for the prescription family plan at no additional cost to themselves. In the event of a future change of the Township's prescription plan provider's policy or rate differential between these two prescription plans, the Township will not be liable for any additional costs associated with prescription coverage over and beyond the cost of the member/spouse rate. The Lieutenant may opt for such other coverages as may be available through the Township by reimbursing the Township for the additional expense, if any, of such coverages. The Township shall notify the Lieutenant or his spouse of its intent to change carriers. Retirement benefits listed in this section become available immediately upon retirement. When the retired employee is eligible for federal/state health insurance through Medicare or some successor program, then the Township shall only provide supplemental coverage.

The parties acknowledge that upon retirement the Lieutenant shall not be entitled to the 30 day terminal leave benefit set forth in the East Greenwich Township Personnel Policies Manual.

**TERM AND RENEWAL**

This Agreement shall be in full force as of the effective date of this contract , and shall expire December 31, 2009. It shall be in full force and effect from year to year thereafter, unless one party or the other gives notice, in writing, no sooner than one hundred twenty (120) days, no later than ninety (90) days prior to the expiration date of this agreement of a desire to change or modify this agreement. This agreement shall continue to bind the parties until such time as a new agreement is signed between the parties

TOWNSHIP OF EAST GREENWICH

JOHN DEGEORGE, MAYOR

CHRIS EVERWINE, LIEUTENANT

ATTEST:

*Susan M. Costill*  
SUSAN COSTILL, CLERK

As to both Mayor DeGeorge and Lieutenant Everwine

## SCHEDULE A

January 1st	New Year's Day
3rd Monday in February	Martin Luther King Day
Day designated and known as Good Friday	President's Day
Last Monday in May	Good Friday
July 4	Easter Sunday
1st Monday in September.	Memorial Day
November 11	Independence Day
4th Thursday in November	Labor Day
December 25	Veteran's Day
	Thanksgiving Day
	Friday after Thanksgiving
	Christmas Day



EMPLOYMENT AGREEMENT  
BETWEEN  
THE TOWNSHIP OF EAST GREENWICH  
AND  
CHIEF FINANCIAL OFFICER/DEPUTY TAX COLLECTOR  
CHARLES J. OWENS  
SEPTEMBER 1, 2006 TO DECEMBER 31, 2008

The annual salary for the Chief Financial Officer/Deputy Tax Collector shall be as follows: \$41,421 commencing as of September 1, 2006, the effective date of this Agreement; Effective January 1, 2007 the salary shall be consistent with the salary ordinances of the Township of East Greenwich. Upon such time the Chief Financial Officer/Deputy Tax Collector shall start to collect a pension from the New Jersey Public Employees Retirement System (PERS), the salary of the Chief Financial Officer/Deputy Tax Collector shall be set at the maximum amount allowed by PERS (currently set at \$15,000) and shall continue at that maximum for the duration of the Agreement.

### **SALARY**

The Chief Financial Officer/Deputy Tax Collector shall be entitled to vacation days, personal days, sick days, holidays and other benefits, including health benefits, as established for all other full-time employees in the personnel policy of the Township.

### **VACATIONS, PERSONAL DAYS, SICK DAYS, HOLIDAYS, BENEFITS**

The Chief Financial Officer/Deputy Tax Collector is assigned to a 21 hour work week and performs duties, other than statutory duties, as assigned or directed by the Township Committee. The Chief Financial Officer/Deputy Tax Collector understands and agrees that his position may, from time to time, require his attention and service beyond a 21 hour work week, and that he is not entitled, by law or otherwise as a salaried employee, to overtime or additional compensation in any form as a result of working more than 21 hours in any workweek.

### **WORK WEEK**

## RETIREMENT HEALTH BENEFITS

Once Chief Financial Officer/Deputy Tax Collector Owens has attained 25 years in the Public Employees Retirement System, the Township agrees to continue in effect medical and prescription coverage for Chief Financial Officer/Deputy Tax Collector Owens and his spouse, under the same terms and conditions as such coverage is provided to full-time Township employees. Such coverage shall continue until such time Chief Financial Officer/Deputy Tax Collector Owens and his spouse attain the age of 65. As there is currently no cost difference between prescription coverage for the member/spouse plan and the family plan, Grinspec has indicated that retirees can opt for the prescription family plan at no additional cost to themselves. In the event of a future change of the Township's prescription plan provider's policy or rate differential between these two prescription plans, the Township will not be liable for any additional costs associated with prescription coverage over and beyond the cost of the member/spouse rate. The Chief Financial Officer/Deputy Tax Collector may opt for such other coverages as may be available through the Township by reimbursing the Township for the additional expense, if any, of such coverages. The Township shall notify the Chief Financial Officer/Deputy Tax Collector or his spouse of its intent to change carriers. Retirement benefits listed in this section become available immediately upon retirement. When the retired employee is eligible for federal/state health insurance through Medicare or some successor program, then the Township shall only provide supplemental coverage.

The parties acknowledge that upon retirement the Chief Financial Officer/Deputy Tax Collector shall not be entitled to the 30 day terminal leave benefit set forth in the East Greenwich Township Personnel Policies Manual.

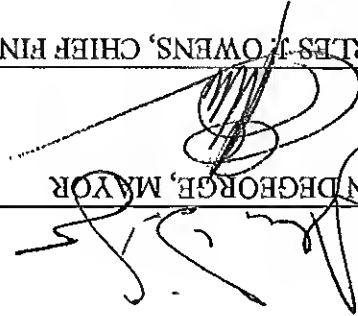
The parties further acknowledge that these health benefits, being retirement health benefits, shall otherwise survive any termination of the active employment portions of this Agreement under the paragraph set forth below.

#### TERM AND RENEWAL

The active employment portions of this Agreement shall be in full force as of the effective date of this Agreement, and shall expire December 31, 2008. Thereafter, the Agreement shall continue in full force and effect from year to year, unless and until either party gives ninety (90) days notice, in writing, of a desire to change, modify, or terminate the active employment portions of this agreement.

TOWNSHIP OF EAST GREENWICH

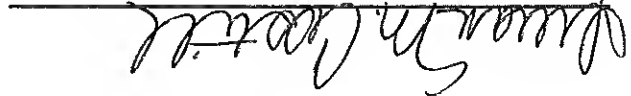
JOHN DEGEORGE, MAYOR



CHARLES J. OWENS, CHIEF FINANCIAL OFFICER/DEPUTY TAX COLLECTOR

ATTEST:

SUSAN COSTILL, CLERK



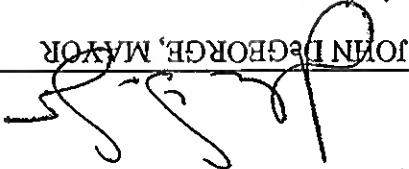
As to both Mayor DeGeorge and Chief Financial Officer/Deputy Tax Collector Owens


RESOLUTION OF THE TOWNSHIP OF EAST GREENWICH  
AUTHORIZING AND APPROVING EMPLOYMENT AGREEMENT  
BETWEEN THE TOWNSHIP  
AND THE CHIEF FINANCIAL OFFICER/DEPUTY TAX COLLECTOR

WHEREAS, the Township of East Greenwich wishes to provide for an employment agreement between the Township of East Greenwich and the Chief Financial Officer/Deputy Tax Collector Charles J. Owens, a true copy of which agreement is annexed hereto as "Exhibit A".

NOW, THEREFORE, BE IT RESOLVED by the Township Committee of the Township of East Greenwich that the Employment Agreement between the Township of East Greenwich and the Chief Financial Officer/Deputy Tax Collector Charles J. Owens, is hereby approved for the period of September 1, 2006 through and including December 31, 2008.

ADOPTED at the annual reorganization meeting of the Township of East Greenwich, held on \_\_\_\_\_, November 14, 2006.

  
JOHN DEGEORGE, MAYOR

  
SUSAN M. COSTILL, CLERK

ATTEST:

RESOLUTION NO. 100 - 2005

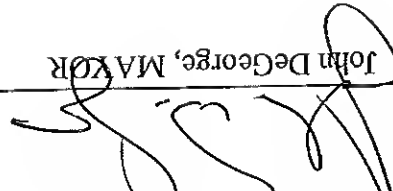
RESOLUTION OF THE TOWNSHIP OF EAST GREENWICH  
APPROVING CONTRACT WITH LIEUTENANT OF POLICE

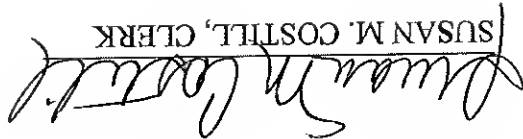
WHEREAS, the Township Committee previously promoted Barry Jenkins to Lieutenant of the East Greenwich Police Department; and

WHEREAS, the Township wishes to enter into a contract of employment with Lieutenant Jenkins; and

NOW, THEREFORE, BE IT RESOLVED by the Township Committee for the Township of East Greenwich that the attached employment agreement is hereby approved, and the Mayor and Clerk are hereby authorized to execute same on behalf of the Township of East Greenwich.

THIS RESOLUTION DULY ADOPTED at the Regular Meeting of the Township Committee of the Township of East Greenwich held on May 10, 2005.

TOWNSHIP OF EAST GREENWICH  
BY:   
John DeGeorge, Mayor

ATTEST:  
  
SUSAN M. COSTILL, CLERK

## Exhibit A

MARCH 22, 2005 TO DECEMBER 31, 2007

LIEUTENANT BARRY JENKINS

AND

THE TOWNSHIP OF EAST GREENWICH

BETWEEN

EMPLOYMENT AGREEMENT



## **WORK WEEK**

The Lieutenant is part of the management of the Township Police Department and exercises managerial and supervisory authority commensurate with his rank in the chain of command. The Lieutenant is assigned to a 40 hour work week and performs duties as assigned or directed by the Chief of Police. The Lieutenant understands and agrees that his position may require his attention and service beyond a 40 hour work week, and that he is not entitled, by law or otherwise, to overtime or additional compensation in any form as a result of working more than 40 hours in any workweek.

## **VACATIONS, PERSONAL DAYS, SICK DAYS**

Benefit days are credited as of January 1 of each year in anticipation of continued employment through the year. All partial employment year entitlements to Vacation, Sick Time, and Personal Days accrue on a pro rata basis.

The Lieutenant shall be entitled to 30 working days of vacation per year. Vacations may be taken at any time, subject to the maintenance of adequate managerial coverage and the approval of the Chief of Police. The Lieutenant may not be on vacation at such times that there would be no higher ranking superior officer on duty.

The Lieutenant shall receive sick leave as set forth in the bargaining agreement.

The Lieutenant shall be entitled to 5 non-accumulative personal days on an annual basis.

## **HOLIDAYS**

The Lieutenant shall be entitled to twelve (12) holidays per calendar year as established in

schedule "A"

## UNIFORM

It shall be left to the discretion of the Chief as to when the Lieutenant shall wear formal or informal uniform or civilian clothes. The Lieutenant shall be supplied with full and complete uniforms. The Lieutenant shall be responsible for cleaning and repairing of uniforms as needed.

## SALARY

The annual salary for the Lieutenant shall be as follows: \$76,000 commencing as of March 22, 2005, the effective date of this contract; \$84,000 per year effective January 1, 2006 and \$88,000 per year effective as of January 1, 2007.

## SCHOOL

The Lieutenant shall be permitted to attend and be compensated for, at his regular salary, any school, seminar or training session conducted by or sponsored by, but not limited to the I.A.C.P., Division of Criminal Justice, N.J. Police Training Commission, N.J. State Police, F.B.I., N.J. State Association of Chiefs of Police, or any other recognized law enforcement agency, organization or recognized training unit. Enrollment in such schools, seminars or training sessions must be approved by the Chief of Police.

## PROFESSIONAL ASSOCIATION AND MEETINGS

The Township shall pay the Lieutenant's annual dues to the I.A.C.P. The Lieutenant may apply for membership to other law enforcement organizations but payment of dues or other expenses incidental to membership by the Township shall be handled on a case by case basis and require the approval of the Chief of Police.

Subject to the approval of the Chief of Police, the Lieutenant may be granted time off

without loss of pay to attend any meeting of the above-named organizations held within the State of New Jersey. The Township shall pay all reasonable expenses incurred by the Lieutenant in attending any meeting of the above-named organization.

Grinspec has indicated that retirees can opt for the prescription family plan at no additional cost

difference between prescription coverage for the member/spouse plan and the family plan, coverage is provided to members of the represented police unit. As there is currently no cost coverage for Lieutenant Jenkins and his spouse, under the same terms and conditions as such Upon retirement, the Township agrees to continue in effect medical and prescription

### RETIREMENT BENEFITS

writing and duly executed by the parties hereto. This agreement shall not be changed or amended except by mutual agreement, reduced to

appropriateness of the chosen field of study.

completed with a grade average of C or better. The Chief of Police will determine the tuition up to \$1500 per semester, with a maximum of \$3000 per calendar year for courses which is offered through an accredited college, the Lieutenant may apply for reimbursement of In addition, if the Lieutenant is matriculated into a Masters Degree program in a related field, that the salary compensation and other specific terms in this Agreement meet this requirement. increases than those granted to subordinate officers of the Police Department. It is understood The Lieutenant shall, at no time, receive less benefits, compensation or percentage pay

### MAINTENANCE OF STANDARDS

this expense first compensated through his insurance provider. cardiac stress test and eye examination. The Lieutenant shall take all reasonable steps to have which shall include standard testing associated with the physical examination, including EKG, The Township shall provide for the Lieutenant to receive an annual physical examination,

### ANNUAL PHYSICAL

to themselves. In the event of a future change of the Township's prescription plan provider's policy or rate differential between these two prescription plans, the Township will not be liable for any additional costs associated with prescription coverage over and beyond the cost of the member/spouse rate. The Lieutenant may opt for such other coverages as may be available through the Township by reimbursing the Township for the additional expense, if any, of such coverages. The Township shall notify the Lieutenant or his spouse of its intent to change carriers. Retirement benefits listed in this section become available immediately upon retirement. When the retired employee is eligible for federal/state health insurance through Medicare or some successor program, then the Township shall only provide supplemental coverage.

The parties acknowledge that upon retirement the Lieutenant shall not be entitled to the 30 day terminal leave benefit set forth in the East Greenwich Township Personnel Policies Manual.

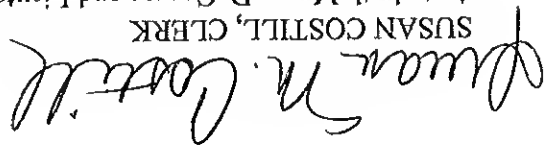
#### TERM AND RENEWAL

This Agreement shall be in full force as of the effective date of this contract, and shall expire December 31, 2007. It shall be in full force and effect from year to year thereafter, unless one party or the other gives notice, in writing, no sooner than one hundred twenty (120) days, no later than ninety (90) days prior to the expiration date of this agreement of a desire to change or modify this agreement. This agreement shall continue to bind the parties until such time as a new agreement is signed between the parties

TOWNSHIP OF EAST GREENWICH

As to both Mayor DeGeorge and Lieutenant Jenkins

SUSAN COSTILL, CLERK

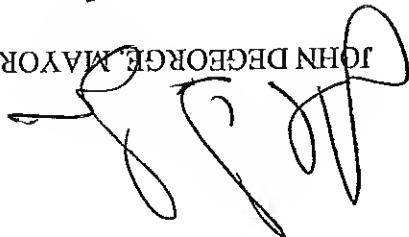


ATTEST:

BARRY JENKINS, LIEUTENANT



JOHN DEGEORGE, MAYOR



# SCHEDULE A

January 1st	New Year's Day
3rd Monday in February	Martin Luther King Day
Day designated and known as Good Friday	President's Day
Last Monday in May	Good Friday
July 4	Easter Sunday
1st Monday in September	Memorial Day
November 11	Independence Day
4th Thursday in November	Labor Day
December 25	Veteran's Day
	Thanksgiving Day
	Friday after Thanksgiving
	Christmas Day

RESOLUTION OF THE TOWNSHIP OF EAST GREENWICH  
APPROVING EMPLOYMENT AGREEMENT BETWEEN  
THE TOWNSHIP OF EAST GREENWICH  
AND  
DEPUTY CHIEF OF POLICE

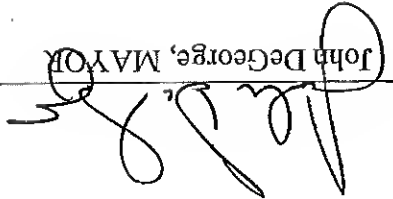
WHEREAS, the Township Committee wishes to employ Scott Goess as Deputy  
Chief of the East Greenwich Police Department.

NOW, THEREFORE, BE IT RESOLVED the attached Employment Agreement  
between the Township of East Greenwich and Deputy Chief Scott Goess, is hereby  
approved; and

BE IT FURTHER RESOLVED, that the Mayor and Clerk are hereby authorized to  
sign and execute the attached Employment Agreement on behalf of the Township of East  
Greenwich.

THIS RESOLUTION DULY ADOPTED at the Regular Meeting of the Township  
Committee of the Township of East Greenwich held on January 25, 2005.

TOWNSHIP OF EAST GREENWICH

BY:  John DeGeorge, MAYOR

 SUSAN M. COSTILL, CLERK

ATTEST:

## EXHIBIT A



EMPLOYMENT AGREEMENT  
BETWEEN  
THE TOWNSHIP OF EAST GREENWICH  
AND  
DEPUTY CHIEF SCOTT A. GOESS  
JANUARY 25, 2005 TO DECEMBER 31, 2006

## **WORK WEEK**

The Deputy Chief is part of the management of the Township Police Department and exercises managerial and supervisory authority commensurate with his rank in the chain of command. The Deputy Chief is assigned to a 40 hour work week and performs duties as

assigned or directed by the Chief of Police. The Deputy Chief understands and agrees that he is not entitled, by law or otherwise, to overtime or additional compensation in any form as a result of working more than 40 hours in any workweek.

## **VACATIONS, PERSONAL DAYS, SICK DAYS**

Benefit days are credited as of January 1 of each year in anticipation of continued

employment through the year. All partial employment year entitlements to Vacation, Sick Time, and Personal Days accrue on a pro rata basis, unless determined otherwise via subsequent clarification of the represented police unit's contract via either mutual consent or arbitration.

The Deputy Chief shall be entitled to 35 working days of vacation per year. Vacations may be taken at any time, however, the Chief and Deputy Chief shall not be on vacation or combination of vacation at the same time.

The Deputy Chief shall be entitled to 5 personal days on an annual basis.

## **HOLIDAYS**

The Deputy Chief shall be entitled to twelve (12) holidays per calendar year as

established in schedule "A"

organizations but payment of dues or other expenses incidental to membership by the Township Criminal Investigators. The Deputy Chief may apply for membership to other law enforcement Association, Gloucester County Police Chief's Association and Tri-State Association of

The Township shall pay the Deputy Chief's annual dues to the I.A.C.P., N.J. State

### **PROFESSIONAL ASSOCIATION AND MEETINGS**

radar and, DWI. Federal Government, such as firearms use and qualifications, use of force, homeland security, any school, seminar, or training, other than those specifically required by the State, County or neither attend at Township expense nor be compensated in any form whatsoever for attending Unless specifically designated otherwise Township Committee, the Deputy Chief shall

### **SCHOOL**

contract. into 2006 on a pro rata basis. There shall be no other compensation during the term of the year 2005, commencing with the execution of this contract, and continuing at that rate thereafter The Deputy Chief shall receive total compensation of \$99,500.00 per year for calendar

### **SALARY**

needed. uniforms. The Deputy Chief shall be responsible for cleaning and repairing of uniforms as informal uniform or civilian clothes. The Deputy Chief shall be supplied with full and complete It shall be left to the discretion of the Chief as to when the Deputy Chief shall wear formal or

### **UNIFORM**

shall be handled on a case by case basis and require the written approval of the Township

Committee.

The Deputy Chief, with the approval of the Chief of Police, shall be granted time off to

attend any meeting of the above-named organizations held within the State of New Jersey. The

Township shall pay all reasonable expenses incurred by the Deputy Chief in attending any

meeting of the above-named organization.

#### ANNUAL PHYSICAL

The Township shall provide for the Deputy Chief to receive an annual physical

examination, which shall include standard testing associated with the physical examination,

including EKG, cardiac stress test and eye examination. The Deputy Chief shall take all

reasonable steps to have this expense first compensated through his insurance provider.

#### MAINTENANCE OF STANDARDS

1. The Deputy Chief shall, at no time, receive less benefits, compensation or percentage pay

increases than those granted to subordinate officers of the Police Department. It is

understood that the salary compensation and other specific terms in this Agreement meet

this requirement.

2. This agreement shall not be changed or amended except by mutual agreement, reduced to

writing and duly executed by the parties hereto.

#### RETIREMENT BENEFITS

The Deputy Chief shall be entitled to a terminal leave period of 31 consecutive days. This

benefit has been separately negotiated and is not derived from the East Greenwich Township

Personnel Policies Manual.

Upon retirement, the Township agrees to continue in effect "Traditional" or non-PPO medical coverage for Deputy Chief Goess and his spouse. This "Traditional" medical coverage will continue to be provided to Deputy Chief Goess and his spouse as long as this program is offered in the New Jersey public sector marketplace by the Township's medical insurance provider. Deputy Chief Goess retains the right to opt in to the PPO medical plan, under the same terms and conditions as such coverage is provided to members of the represented police unit. Deputy Chief Goess further retains the right to opt back into the "Traditional" program after opting into the PPO program, provided the "Traditional" program is offered in the New Jersey public sector marketplace by the Township's medical insurance provider.

Upon retirement, the Township further agrees to continue in effect prescription coverage for Deputy Chief Goess and his spouse, under the same terms and conditions as such coverage is provided to members of the represented police unit. As there is currently no cost difference between prescription coverage for the member/spouse plan and the family plan, Grinspec has indicated that retirees can opt for the prescription family plan at no additional cost to themselves. In the event of a future change of Township's prescription plan provider's policy or rate differential between these two prescription plans, the Township will not be liable for any additional costs associated with prescription coverage over and beyond the cost of the member/spouse rate. The Deputy Chief may opt for such other coverages as may be available through the Township by reimbursing the Township for the additional expense, if any, of such coverages. Decisions to opt-in / opt-out of programs shall be subject to the applicable policies and eligibility requirements of the current medical and/or prescription insurance provider at the time the opt-in / opt-out decision is sought to be made.

The Township shall notify the Deputy Chief or his spouse of their intent to change carriers. Retirement benefits listed in this section become available immediately upon retirement. When the retired employee is eligible for federal/state health insurance through Medicare or some successor program, then the Township shall only provide supplemental coverage.

**TERM OF THE EMPLOYMENT AGREEMENT**

This Agreement shall be in full force and effective as of January 25, 2005, and shall continue in full force and effect from year to year thereafter, unless one party or the other gives notice, in writing, not later than ninety (90) days prior to the expiration date of this Agreement of a desire to terminate, change or modify this Agreement. This Agreement shall continue to bind the parties until such time that Deputy Chief Goess retires, at which point the retirement benefits section of this agreement, paragraph two, will continue to bind the parties. Additionally, Deputy Chief Goess will not receive a salary percentage increase from January 1, 2006 through December 31, 2007.

TOWNSHIP OF EAST GREENWICH

JOHN DEGEORGE, MAYOR  
SCOTT A. GOESS, DEPUTY CHIEF

ATTEST:

*Susan Costill*  
SUSAN COSTILL, CLERK

As to both the Mayor and Deputy Chief Goess

SCHEDULE A

January 1st	New Year's Day
3rd Monday in February	Martin Luther King Day
Day designated and known as Good Friday	President's Day
Last Monday in May	Good Friday
July 4	Easter Sunday
1st Monday in September	Memorial Day
November 11	Independence Day
4th Thursday in November	Labor Day
December 25	Veteran's Day
	Thanksgiving Day
	Friday after Thanksgiving
	Christmas Day